

Seven taught courses

1. **Philosophical Issues in Business and Management**

This doctoral level course is a brief introduction to scientific work on organizations and management. It focuses on key issues in the philosophy and the conduct of science. These are central to the work of a scientist in constructing, understanding and explanation of important phenomena in our natural and social world. The issues pervade both natural and social sciences and they help us gain clarity on the role of scientific research in advancing the practice of business and management, and understand how firms may influence the wellbeing of both those working in them and those affected by them, i.e., employees, consumers, and society. The role of science or of the scientist, if not understood properly can impede our scientific work, impair knowledge and stall scientific discoveries. The course explores some of these questions: What is scientific reasoning and explanation? What are the unique challenges in social science relative to natural science? How does progress and development in scientific knowledge come about? What role do values play in science? What is the development of science in the management and organization disciplines? How does science contribute to both the progress and the demise of the human condition? How can we as budding scientists contribute to the progress in the science of management and organizations, and hence humanity? What does it mean to pursue a career in organization or business science?

2. **Strategic Management**

This course aims to provide students with tools and techniques to develop innovative strategies, to explore personal creativity, management practices that enhance or suppress creativity, and the innovation process in an organization. In addition, this course moves from strategy formulation to strategy implementation considerations, recognizing the need for organizations to align their resources, values and strategies with the environment. The course is built around the different activities needed to generate innovative strategies in a company. The objective is to enable the students to use appropriate analytical tools to develop strategies in an organisation. Moreover students will learn to use diverse knowledge and skills to analyze broad, organization-wide problems and will become adept at examining the environment in which organizations operate and in identifying the strategic implications of the environment.

3. **Frontiers of Leadership Research**

Leadership is the most studied topic in management research. Research on leadership is multi-disciplinary in nature, covering areas such as organizational behavior, human resource management, strategic management, marketing, finance, social psychology, sociology, political sciences and so forth. The aim of the course is to provide students with advanced theories in leadership. The emphasis is on theoretical underpinnings, major theoretical themes in leadership research, and state of the science. The key objective is that students who have completed this course should be able to develop research projects pushing the frontier of leadership research.

4. Corporate Governance and Ethics

This course aims to provide students an understanding of the key issues of modern corporate governance and ethical operation, the basic roles and responsibilities of shareholders, directors and management, and the roles of business in society and corporate social responsibility. The key objective is that student will be able to analyze and solve corporate governance and ethical issues and be familiar with the legal, social, economic, moral, and psychological issues that they may confront in the ordinary course of serving on boards. In addition, by building a foundation in ethical theories and a framework for analysing ethical dilemmas, students will sensitise to ethical dilemmas and be able to develop some codes or guidelines for making ethical decisions.

5. Business Research Methods

The purpose of this course is to provide the fundamental knowledge and skills of applied business research. Conducting research involves making numerous choices – choices about strategy, designs, operations, and analyses. In this course, the strengths and weaknesses associated with the various choices are identified. Students will learn that there are many external constraints placed on researchers and that there is no one best method for answering a research question. Instead, knowledge is the result of a triangulation of methods. As a result of this course, student will become better consumers of research and they will learn how to critically read research articles.

6. Advanced Statistics and Data Analysis

This course aims to provide students with a sound understanding of statistical and quantitative techniques and their application in analysing and making decisions about various organizational issues. Issues for testing hypotheses with empirical data will be addressed. In particular, the course will concentrate on the development, measurement, and analysis of ‘real-world’ data involving natural co-variation between variables. On completing this course, students will acquire the data analytic skills, e.g., ANOVA, MANOVA, hierarchical regression analysis, EFA, CFA and SEM, needed to competently complete a quantitatively based DBA thesis.

7. Qualitative Approaches to Research

This course is intended to provide students with the knowledge and skills needed to do qualitative research at a doctoral level. Qualitative research focuses on understanding, rather than predicting or controlling, phenomena. It is usually contrasted with traditional experimental and statistical research. Included in this course will be the discussion and application of five principle qualitative methodologies: case study, ethnography, phenomenology, narrative, and grounded theory. Participants will also learn the associated skills of interviewing and observation. The main objective of the course is for students to learn the practicalities, scope and nature of qualitative research and to appreciate its rigor and procedures.